

**Department of Personnel Administration  
Memorandum**

**TO: Personnel Management Liaisons (PML)**

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| <b>SUBJECT:</b><br>2011 Mid-Year Employer Health, Dental and Vision Contribution<br>Changes – Bargaining Units 2, 6, 7, and 13 | <b>REFERENCE NUMBER:</b><br>2011-022 |
| <b>DATE ISSUED:</b><br>06/02/2011  | <b>SUPERSEDES:</b>                   |

This memorandum should be forwarded to:

**Employee Relations Officers  
Personnel Officers  
Personnel Transaction Supervisors**

**FROM:** Department of Personnel Administration  
Labor Relations Division

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Effective April 1, 2011 (April 2011 pay period), the employer health benefits contribution rates for Bargaining Units 2, 7, and 13 should be applied as follows:

**Health/CoBen Contributions**

Units 2 and 7 – CoBen Allowance

|                                    |         |
|------------------------------------|---------|
| Employee                           | \$482   |
| Employee plus 1 dependent          | \$946   |
| Employee plus 2 or more dependents | \$1,241 |

Units 2 and 7 – CoBen Allowance for Employees Subject to Dependent Health Vesting

Dependent Contribution Level

|                                    |            |            |
|------------------------------------|------------|------------|
|                                    | <u>50%</u> | <u>75%</u> |
| Employee                           | \$482      | \$482      |
| Employee plus 1 dependent          | \$729      | \$838      |
| Employee plus 2 or more dependents | \$893      | \$1,067    |

Unit 13 – Health Contribution

|                                    |         |
|------------------------------------|---------|
| Employee                           | \$433   |
| Employee plus 1 dependent          | \$866   |
| Employee plus 2 or more dependents | \$1,129 |

Unit 13 – Health Contribution for Employees Subject to Dependent Health Vesting

|                                    | <u>Dependent Contribution Level</u> |            |
|------------------------------------|-------------------------------------|------------|
|                                    | <u>50%</u>                          | <u>75%</u> |
| Employee                           | \$433                               | \$433      |
| Employee plus 1 dependent          | \$649                               | \$758      |
| Employee plus 2 or more dependents | \$781                               | \$955      |

Effective May 31, 2011 (June 2011 pay period), the employer health benefits, dental and vision contribution rates for Bargaining Unit 6 should be applied as follows:

Unit 6 – Health Contribution

|                                    |       |
|------------------------------------|-------|
| Employee                           | \$377 |
| Employee plus 1 dependent          | \$746 |
| Employee plus 2 or more dependents | \$968 |

Unit 6 – Dental Contribution

The State will provide CCPOA \$69.06 per month per eligible employee (regardless of number of enrolled dependents) to provide a dental benefit through the CCPOA Benefit Trust Fund.

Unit 6 – Vision Contribution

The State will provide CCPOA \$8.64 per month per eligible employee (regardless of number of enrolled dependents) to provide a vision benefit through the CCPOA Benefit Trust Fund.

**Dependent Vesting FAQs**

What is dependent health vesting?

Dependent health vesting provides new employees a reduced employer health benefits contribution toward dependent coverage during their first 24 months of service.

New employees, not previously eligible for health benefits under State civil service, receive:

- 50 percent of the employer contribution for dependent coverage during the first 12 months of service.
- 75 percent of the employer contribution for dependent coverage during months 13 through 24.
- After completing 24 months of service, new employees receive the full employer contribution for dependent coverage.

Which bargaining units are subject to dependent health vesting?

Bargaining Units 1, 2, 3, 4, 7, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20 and 21 are subject to dependent health vesting.

What prior State service exempts new employees from dependent health vesting?

A new employee must meet all of the following criteria to be exempt from dependent vesting:

- Previous appointment date prior to January 1, 2007 for employees in Bargaining Units 1, 3, 4, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20, and 21 and July 1, 2006 for employees in Bargaining Units 2 and 7;
- Must be a State civil service appointment (UC and CSU appointments are not State civil service); and
- Employee must have been eligible for State health benefits (it does not matter whether or not the employee actually enrolled in health benefits, as long as they were eligible to enroll).

What counts as a month of "service" for dependent health vesting?

The 24-month vesting period begins with the month the employee is first eligible for State health benefits. The vesting period is a continuous 24 months, unless the employee permanently separates from State service. Upon reappointment, following a permanent separation, the employee must serve out the remainder of their vesting period.

If an employee from a non-vesting bargaining unit transfers to a bargaining unit subject to dependent health vesting during their first 24 months of service, are they subject to dependent vesting?

An employee already receiving the 100 percent employer health contribution remains at the 100 percent contribution level.

If an employee from a bargaining unit subject to dependent health vesting transfers to a bargaining unit not subject to dependent health vesting during their first 24 months of service, must they continue to serve out their vesting period?

The employee begins receiving the 100 percent employer health contribution upon appointment to the non-vesting bargaining unit.

Please refer to the appropriate collective bargaining agreement for the specific criteria for determining if an employee is subject to dependent vesting.

If you have any questions regarding the information provided above, please contact Elaine Smith at (916) 445-9801.

/s/ Julie Chapman

Julie Chapman, Chief  
Labor Relations Division